



Navjeevan Education Society's

NAAC Re-Accredited 'B++' Grade

NAVJEEVAN INSTITUTE OF MANAGEMENT

Affiliated To : Savitribai Phule Pune University, Pune - CA/1386/1994 (College Code - 0342)

Approved By : AICTE - 431/27-81/MCP(M)94, Govt. of Maharashtra - NGC 3594/MBA 7497/Mashi 3 - 1994

Recognized By : Directorate of Technical Education, Mumbai. - M.S. (MB5116). A.I.S.H.E. Code-41799.

INTERNAL COMMITTEE

A.Y 2025-2026

The Internal Committee (IC) has been constituted in the Institute for the sexual harassment of women at the workplace (prevention, prohibition, and redressal). IC is headed by a senior female faculty of the institute. IC meets on a need basis to address any complaints from students, teaching and non-teaching members and takes necessary action. The Institute has a zero-tolerance policy towards any such transgression. The Institute is committed to providing a safe and conducive work and academic environment to students and its employees and is extremely alert to matters pertaining to any kind of harassment and gender sensitivity. Posters are displayed at strategic places within the campus to communicate the philosophy of institute in such matters.

Following are the members of Internal Committee

INTERNAL COMMITTEE 2025-2026			
Sr. No	Name	Designation	Contact No
1	Dr. Shinde Suvarna R.	Presiding Officer (I/C Director)	+919604101118
2	Dr. Nutan Pawar	Teaching Staff Representative	+919823555580
3	Asst. Prof. Yateen Nandanwar	Teaching Staff Representative	+919975628444
4	Mrs Hemangi Mehetre	Non-Teaching Representative	+918637722457
5	Mr. Mangesh Yadav	Non-Teaching Representative	+919881266527
6	Ms Pritee R Sawadekar	Student Representative	+919422928375
7	Ms. Asawari Bhor	Student Representative	+919403643377
8	Mr Swapnil Wankhede	Student Representative	+918698742434
9	Ms Vaishnavi Rudravanshi	Student Representative	+919579686193
10	Mr Mahendra Vinchurkar	NGO Representative	+918888829688




DIRECTOR
Navjeevan Institute of Management
CIDCO, Nashik-08.



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Annual Report of IC 2024-2025

Sr No	Details	Details
a	Number of complaints of Sexual harassment received in the year.	0
b	Number of orientation or training programme carried out for the members of the IC to deal with complaints	2
c	Number of complaints disposed of during the year	0
d	Number of cases pending for more than 90 days	0
e	Number of workshop or awareness programme carried out for the officers, functionaries, faculty and students to sensitize them against sexual harassment	2
f	Nature of action taken by the technical institution against the perpetrator	-




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PENAL CONSEQUENCES

1. SEXUAL HARASSMENT: *unwelcome physical, verbal, or non-verbal conduct of a sexual nature, threats or reprisals that creates an intimidating, hostile, or offensive work environment.*

- The punishment for sexual harassment under the act includes a fine of up to Rs.1,00,000 or imprisonment for up to three years, or both.
- In addition, the employer may take disciplinary action against the offender, which may include a written apology, reprimand, warning, censure, withholding promotion/pay raise/increment, suspension or termination of employment.
- The Complaints Committee may also recommend financial damages to the complainant while taking into consideration: • Mental trauma, pain, suffering and emotional distress caused • Medical expenses incurred • Loss of career opportunity • Income and financial status of the respondent. If the amount is not paid it can be recovered as an arrear of land revenue.
- Penalties have been prescribed for **Employers** for non-compliance with the provisions of the Act shall be punishable with a fine of up to ₹ 50,000.

2. STALKING: *paying someone unwelcome attention or making contact such that it renders the victim emotional discomfort, anxiety, and depression.*

- Stalking can result in a fine, a three-year prison sentence, or even both.

3. VOYEURISM: *the act of watching, capturing or disseminating the image of a person engaging in a private act without their consent*

- Voyeurism is punishable by imprisonment for up to three years or a fine or both.